

**SIDE LETTER AGREEMENT
PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO)
CORRECTIONAL OFFICERS ON-DUTY FITNESS PROGRAM**

This Side Letter of Agreement is entered into between the County of Placer and the PPEO ("Parties") as a result of meeting and conferring. The Parties mutually agree to the provisions contained herein which will become effective upon the first full pay period after adoption by the Board of Supervisors.

PPEO employees in the following classifications, if otherwise qualified pursuant to the provisions of this section, shall have the option to participate in the On-Duty Fitness Program for one (1) hour per shift, provided it does not impact the effective operations of the Corrections Division, as determined solely by the Placer County Sheriff:

- Correctional Officer I
- Correctional Officer II
- Correctional Sergeant

The aforementioned eligible classifications shall be referred to hereafter as "employee(s)".

a. Allotted Fitness Time

1. The allotted workout time shall be one (1) hour per shift, including pre- and post-workout preparation time, unless staffing levels are below minimum staffing.
2. Employees will be in uniform (as appropriate) and report to their assigned position at the conclusion of the allotted one (1) hour.
3. The shift supervisor will determine daily participation and scheduling based on staffing and/or special assignments. Program participation is dependent on the needs of the facility and will only be allowed if it does not interfere with daily jail operations.
4. The department may conduct training instead of the allotted workout time when necessary.
5. Overtime will not be authorized for participation in the program.

b. Employee Participation

1. Participation in the On-Duty Fitness Program shall be voluntary.
2. Employees who choose not to participate will stay in-service at their assigned position.

c. Approved Workouts

The PPEO and the Sheriff's Office will determine approved workouts including, but are not limited to:

- Stretching
- Walking

- Running, jogging, step climbing
- Weightlifting
- Calisthenics, plyometrics, or similar aerobic activities (floor/mat exercises)
- Cycling

d. Approved Workout Facilities

The PPEO and the Sheriff's Office will determine approved workout facilities including, but not limited to:

- Auburn Main Jail gym and related equipment
- South Placer Jail gym and related equipment

The Sheriff's Office shall be responsible for the maintenance, upkeep, and replacement of equipment. The PPEO may contribute to the purchasing of new equipment with management's approval. Current policies and procedures for use of equipment shall apply.

e. Health Assessment

Employees will consult with their primary care physician prior to engaging in the on-duty fitness program.

f. Preference

Employees who participate in the On-Duty Workout Program shall have priority use of their assigned workout and shower facilities, due to time and duty assignment constraints.

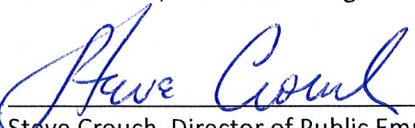
The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the County and PPEO and will apply to all employees covered by the MOU between the County and the PPEO. The parties agree that the implementation, operation and maintenance of this program is at the sole discretion of the Placer County Sheriff and may be suspended if determined by the Sheriff to adversely impact the effective operations of the Corrections Division.

This Side Letter Agreement shall expire upon the operative effect of the current MOU.

Authorized and Approved on behalf of the PPEO:


 Bart Florence, Business Manager


 Date


 Steve Crouch, Director of Public Employees


 Date



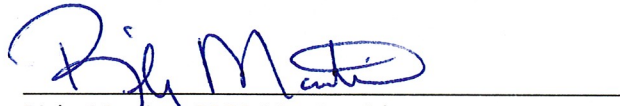
Gary Winegar, Business Representative

10/29/19.
Date



Brandy Dunkel, PPEO President

10/29/19
Date



Ricky Martino, PPEO Vice President

10/30/19
Date

Authorized and Approved on behalf of the Placer County Board of Supervisors:



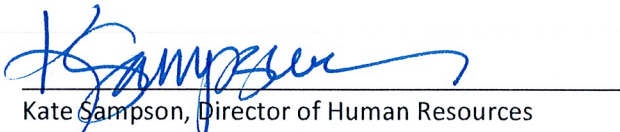
Kirk Uhler, Chairman

10/30/19
Date



Todd Leopold, County Executive Officer

10/30/19
Date



Kate Sampson, Director of Human Resources

10/29/19
Date